

### ***Sandra Dee Norman***

Sandra D. Norman currently serves as District Administrator for Civil Rights for the Virginia Department of Transportation (VDOT) where she responsible the Civil Rights Internal and External programs for the 4<sup>th</sup> largest transportation agency in the country. Prior to being promoted in this role, Sandra was hired as the Assistant Division Administrator for Civil Rights where she management the Equal Employment Opportunity Programs for VDOT (Internal). Prior to joining the VDOT family, Sandra was appointed January 23, 2006 by the Governor of Virginia, The Honorable Timothy Kaine to serve as the Director for the Virginia Human Rights Council (Council). Also in January 2006, former Governor Mark Warner appointed Sandra as Acting Director to the Council. Prior to both appointments, Ms. Norman was the Assistant Director for the Council, and held that position for five years. Sandy was employed with the Council since May of 1989 where she was promoted from the positions of Executive Assistant and Administrations Operations Manager.

Realizing the importance of a good education, Sandra graduated from Averett University with a Bachelors in Business Administration, Magna Cum Laude on December 13, 2005. Additionally, Sandra completed the required credits to earn her Masters in Business Administration and graduated December 2008.

She also served as President, as well as, First Vice President of the Board of Trustees for the FRIENDS Association for Children which is a non-profit child and family agency that has served the Central Virginia community for over 140 years. Sandra served as Chairman of its Music and Action, and the Agency Strategic Planning committees. She facilitated classes for the youth and adult leadership program at FRIENDS. Sandra serves as the Vice President for Public Affairs for the newly formed Plymouth High School Alumni Association. She also served as Vice President of the board of Virginia Executive Institute Alumni Association (VEIAA) and served as a member of Combined Virginia Campaign Advisory Board. She also has served as a keynote speaker for several civil rights programs.

In 2008, Sandy served on the Executive Committee for the Civil Rights Memorial Dedication where she chaired of the External Communications/Outreach and Reception Display committees. Because of her leadership efforts, days, July 20<sup>th</sup>, and 21<sup>st</sup> were successful historical events. It was reported that 4,000 people attended the Virginia Civil Rights Memorial Celebration on Monday, July 21<sup>st</sup> additionally; there was overflow of the “overflow” at the symposium on Sunday. Sandra was instrumental in the Bells of FRIENDS of the Friends Association for Children performing before the unveiling.

She was proud to share the success of that day with Governor Kaine who served as Chair of the Civil Rights Memorial; Honorary Co-Chairs were Nikki Giovanni, Poet and Distinguish Professor at Virginia Tech University, Julian Bond, Chairman of the NAACP, and Blair Underwood, Actor and Native Virginian.